

## **Modernization of Bowling Green State University's Rules Governing Classified Civil Service (CCS)**

In December of 2006, the [Ohio General Assembly](#) passed [Substitute House Bill 187](#), the culmination of a long endeavor to reform Ohio's law and regulations governing civil service employment. This Act is the end result of more than ten years of legislative discussions and public hearings over various ways of reforming these regulations, including the recommendations of the Ohio Civil Service Review Commission.

This legislation allows our Board of Trustees to adopt modifications to our civil service rules that will then govern certain aspects of the employment of our civil service staff. These changes should be reviewed in context with the [guidelines](#) produced by the Inter-University Council ([IUC](#)) of Ohio and carried out in a controlled and incremental manner. If you view web sites for other IUC universities you will see many of the communications look like the ones found our web site. Initial documents, such as this overview, are the product of collaboration between IUC Human Resources Officers. Special thanks go out to The [Ohio State University](#) and [Ohio University](#) whose HR leaders co-chaired a Classified Civil Service working committee for the IUC HR Officers.

Further, the University is committed to working with staff and management in a collaborative and deliberate fashion. Thus, communication and feedback from administration, management, constituent groups, in particular [Classified Staff Council](#), and the campus community will be critical when considering and making recommendations to our Board of Trustees for amending these rules and regulations.

It is our intention that this process of change and modernization be both open and transparent. Further, we are committed to moving forward in a controlled, consultative and incremental manner. To that end, we will engage in ongoing communication of BGSU staff and leadership along each step of this process, such as:

- Informational briefings to BGSU Cabinet and the Board of Trustees.
- Dialogue with Classified Staff Council Leaders.
- A [letter](#) mailed to each classified employee from the AVP of Human Resources to make him/her aware that BGSU has been given legislative authority to amend certain rules governing classified staff employees and highlighting that this process will be undertaken in a controlled and incremental manner.
- Open forms co-hosted by Dr. Linda Dobb and the Office of Human Resources with an invitation for participation to Classified Staff Leaders.
- Maintaining a web page on the Office of Human Resources web site to be utilized as an informational gateway dedicated to issues regarding BGSU's efforts to modernize its classified civil service regulations, to include copies of key documents, [frequently asked questions](#), contact information for individuals willing to address concerns, etc.

Further Information may be found at:

- [IUC Guidelines](#)
- [Letter to Classified Staff](#)
- [Frequently Asked Questions](#)
- [Continuum of Change](#)
- [Analysis of House Bill 187](#)